GOVERNMENT OF INDIA
COAL AND MINES
LOK SABHA

UNSTARRED QUESTION NO:4405
ANSWERED ON:17.12.2002
TRANSFER OF OFFICERS
RAMJI MANJHI

Will the Minister of COAL AND MINES be pleased to state:

(a) Whether it is a fact that officers continue to work for more than five years in Coal India Limited and Neyveli Lignite Corporation Ltd. ; Delhi

(b) if so, the reasons thereof and the steps taken to transfer all officers with 5 or more than stay in Delhi ; and

(c) the norms of transfer policy followed in CIL and Neyveli Lignite Corporation Ltd. ?

Answer

THE MINISTER OF COAL& MINES (SUSHREE UMA BHARTI)

(a): Yes, Sir.

(b): As reported by Coal India Limited (CIL)transfer of officers in CIL including Delhioffice are being regulated as per the existing transfer policy of CIL.

As reported by Neyveli Lignite Corporation(NLC) allcases governed under sensitive area are given rotational transfer, while transfer in non sensitive areas are effected based on requirement. The 3 posts in Delhi are for liaisoning with various government departments and are non- sensitive. Accordingly, the issue of transfer shall be taken up as and when considered necessary.

(c): Coal India Limited has a well defined transfer policy. As per this policy the executives of M1 and above grades who are working for more than 10 years in the same company and having more than 2 years for retirement are transferable. The transfer policy further stipulates that large scale transfer is to be avoided but at least 10% of the executives specifying the criteria should be transferred each year. In order to effectively implement this transfer policy, a decision has been taken in the year 1998 to transfer 20% of executives each year based on station seniority. As per the said policy, executives of M1 and above grades working i n sensitive discipline are transferable from existing company on completion of 5 years. They would however, be rotated within the company on completion of three years on the sensitive posts or earlier at the discretion of the management. Executives working in sensitive discipline in E1 to E5 grades are to be rotated within the company on completion of 3 years. Officer transferred from one company to another will not be transferred to the company in which he was earlier posted before expiry of 3 years period.

So far as NLC is concerned, it has an integrated complexhaving 2 Mines, 3 Thermal Power Stations, FertiliserPlant, Services Units within Neyveli. NLChas been posting officers discipline and unitwise based on job requirement. Officers, are given rotation to different areas on requirement and also on elevation. In the posts identified as sensitive, employees are normally given job rotation once in three years.